

DD/S 70-0175

15 JAN 1970

MEMORANDUM FOR: Director of Training
SUBJECT : Proposal--Career Training Program

Dear Hugh:

I was somewhat dismayed at the various comments raised concerning your proposal at the Deputies' Meeting of 7 January. Many of the points raised were those which we had gone over extensively before and I thought we had reached a meeting of the minds. It was quite obvious from the comments that there is no clear concept of the program, that each representative at the Deputies' Meeting sees the program from his own particular view and not necessarily from an Agency view. I think each is trying to make out of the program something that really doesn't exist, however, if they took a broader view I think they would find their answer in time and experience developed by the Career Trainees in the program. Perhaps we could simplify the concept of the program by simply stating that we are seeking a small quota of extremely well qualified generalists who have a potential for producing that brilliance and leadership, in one form or another, that we are all looking for in future years.

As you know, I agreed with your proposal as submitted to the Deputies' Meeting and tried to support it vigorously. In light of the comments offered around the table perhaps you could qualify for acceptance sake the language in the proposal so as to give you and your staff flexibility in the future management of the program. The comments as I recall questioned (1) the length of the initial training--this should be adjustable at your discretion rather than a definitive period of weeks; (2) the period of time devoted to on-the-job training--as you pointed out, this is completely flexible but I don't think the group understood this position. Perhaps this could be more clearly stated but it should be at your discretion, completely flexible as to time on any given assignment. Regarding the comment by Cord Meyer on the DD/P pre-selection process--after the meeting I discussed with Cord the fact that we had gone over this a number of times before and that DD/P was expressing a concern that through their own experience was not justified. I suggested to Cord that if DD/P seriously felt this to be a problem that Tom Karamessines, Cord Meyer should meet with you and me and discuss the problems and concerns in the pre-selection field. I am not inclined to change your proposal in any form on the selection of the CT's as there is ample DD/P representation, more so than that of any other Directorate.

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On the point made about promotions of CT's, this poses a difficult problem. We do not have a regularized Agency promotion policy in the junior grades as this is left to the discretion of each component. To get a uniform position on promotion policy in the junior grades would take weeks. If there are strong comments in this area I would suggest you limit your proposal to the first promotion after training and have the second promotion fall within the criteria of promotion as established by the Directorate to which the CT is assigned. This is not a good solution but if the feelings are strong in this area this is about the most acceptable solution.

SIGNED R. L. Bannerman

R. L. Bannerman
Deputy Director
for Support

DD/S:RLB:ksb (15 Jan 70)

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